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CLICK HERE FOR THE DIRECTOR OF PERSONNEL'S REPORT DATED JULY 29, 2019
CLICK HERE FOR THE DIRECTOR OF PERSONNEL'S REPORT DATED JANUARY 29, 2020
CLICK HERE FOR THE DIRECTOR OF PERSONNEL'S REPORT DATED JANUARY 29, 2021
CLICK HERE FOR THE DIRECTOR OF PERSONNEL'S REPORT DATED MAY 17, 2022
CLICK HERE FOR THE DIRECTOR OF PERSONNEL'S REPORT DATED JANUARY 31, 2023



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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BRANCH OFFICE

3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010
(213) 738-2084 FAX (213) 637-0821

July 29, 2019

To:

Supervisor Janice Hahn, Chair

Supervisor Hilda L. Solis

Supervisor Mark Ridley-Thomas

Supervisor Sheila Kuehl Supervisor Kathryn Barger

From:

Lisa M. Garrett

Director of Perso

IMPLEMENTING A COUNTY EMPLOYEE MENTORING PROGRAM - 180 DAY PROGRESS REPORT - ITEM NO. 7, AGENDA OF JANUARY 9, 2019

On January 29, 2019, your Board adopted a revised motion introduced by Supervisor Hilda L. Solis directing the Director of Human Resources (DHR), in consultation with the Chief Executive Office (CEO), County Counsel, Probation, Workforce Development, Aging and Community Services, Public Health, LA County Library, Parks & Recreation, and the Los Angeles County Office of Education to implement the County Employee Youth Mentoring Program (CEYM) for County employees to mentor youth in Los Angeles County and report back in 180 days.

The attached report provides the progress and implementation of the mentoring program, as well as our recruitment efforts, vetting process and plans for recognition of employee mentors. Currently, 572 employees have committed to serving as mentors in the program, with 114 mentors successfully paired with one of 28 partnering Community Based Organizations (CBOs). As such, DHR has exceeded the projected participation goal of 500 employee mentors that have committed to mentor in the CEYM program for year one.

Should you have any questions, please contact me at (213) 974-2406 or your staff may contact Monica Paraja Dominguez, Senior Human Resources Manager, at (213) 974-7891.

LMG:PAM:MM MPD:MB:VED

Attachment

S:LMG to BOS re CEYM 180 Day Progress Report







COUNTY EMPLOYEE YOUTH MENTORING PROGRAM

PROGRESS REPORT

July 29, 2019

Board Motion Response - Agenda Item No. 7 on January 9, 2019



Background

The My Brother's Keeper (MBK) Community Challenge was launched by President Barack Obama to support local jurisdictions interested in increasing opportunities for young people, especially boys and young men of color. The MBK Challenge identified mentoring as a best practice and a key component to tackling opportunity gaps, and ensuring that young people reach their full potential. The County of Los Angeles joined the MBK Challenge in 2015, and has pledged to engage in this work Countywide, working with cities and unincorporated areas to better support all County youth.

In the 2015 MBK Challenge Report to the LA County Board of Supervisors, the Chief Executive Office (CEO) recommended the creation of a Countywide mentoring program to increase positive outcomes for youth in the County. The Department of Human Resources (DHR) in collaboration with CEO has taken the next step in this work, and is exploring how to connect the County's diverse employee population with established mentoring programs throughout the County of Los Angeles.

On March 8, 2018, DHR submitted an implementation plan for the mentoring program to your Board which included:

- a) The process by which County employees can participate in approved mentoring efforts throughout the County;
- b) Specific guidelines for mentoring agencies whom wish to partner with the County's CEYM program;
- c) An integration of various mentoring efforts including DHR's County Youth Bridges Program and the Office of Diversion and Reentry's (ODR) division of Youth Diversion and Development (YDD);
- d) Preliminary identification of acknowledgement and incentives that can be incorporated into a Countywide mentoring program; and,
- e) An estimate of staffing and funding needed for program implementation.

Preparation for Launch of CEYM

From approximately June 27, 2018 through February 2019, DHR conducted weekly work group meetings with CEO, County Counsel, Los Angeles County Office of Education (LACOE), Parks and Recreation (Parks), Probation, Public Health, LA County Library, Workforce Development Aging, and Community Services (WDACS) to develop the Memorandum of Agreement, finalize marketing materials, develop the application and process flow for mentor pairing with Community Based Organizations (CBOs), and to discuss recognition and incentives for employees.

Initially, CEYM began with a total of 16 CBOs; however, participation has almost doubled, with a total of 28 CBOs partnering with the County to date. Much of CEYM's programmatic expansion has been accredited to the several endeavors initiated by the work group.

Over 100 CBOs that potentially had mentoring programs were identified and received an invitation to participate in information sessions at seven of our Los Angeles County libraries. Together DHR and LA County Library worked to schedule 25 information sessions within all five of our Board Districts as set forth below:

- A C Bilbrew Library- Los Angeles
- Clifton M. Brakensiek Library Bellflower
- Culver City Julian Dixon Library Culver City
- East Los Angeles Library Los Angeles
- Lancaster Library Lancaster
- Pico Rivera Library Pico Rivera
- South Whittier Library Whittier
- San Fernando Library San Fernando

During the month of January 2019 prior to the Board meeting, DHR worked with LA County Library's IT division and an external consultant to enhance the DHR website to promote the CEYM program. This included developing a web page for Youth Mentoring with an electronic application for employees to sign up for the mentoring program; a listing of all CBOs that have partnered with the County along with their contact information; a brief description of the program; and FAQs to address common questions that employees may have. The CEYM web page went live on January 29, 2019.

In February 2019, DHR initiated the Countywide CEYM program launch, and on March 9, 2019, a report was submitted to your Board projecting a minimum of 500 mentors who would commit to mentoring with the CEYM program for year one. Additionally, an increase of 1,000 County employee mentors was projected for year two.

County Employee Outreach

As of July 29, 2019, there are a total of 572 employees that have committed to participating in the CEYM program. Of the aforementioned 572 mentors, 114 have been paired with one of the 28 partnering CBOs.

Criteria to Qualify To Be a Mentor

In order to qualify for the CEYM program, mentors must be full-time County employees with a minimum of 12 months in County employment. Additionally employees must:

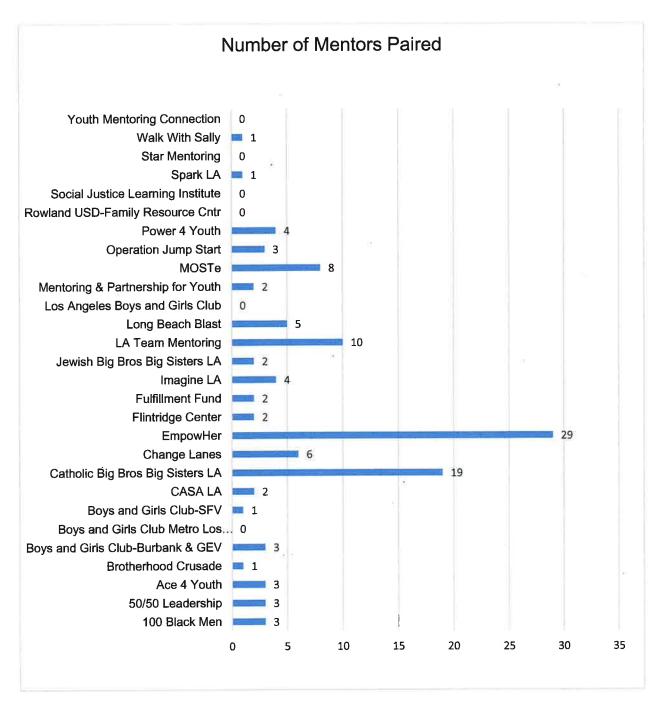
- Have a competent rating or above on their last performance evaluation
- Have no disciplinary action pending or taken within the last 3 years

- Commit to a minimum of one year of mentorship participation with the program
- Comply with the guidelines and expectations of the partnering CBO
- Acknowledge mentoring is voluntary and not on County time
- Meet the vetting processes required by the CBOs
- Participate in DHR's mandatory mentoring orientation prior to being paired with a CBO

Community Based Organizations

As of July 2019, there are a total of 28 CBOs that have partnered with the County. The partnering CBOs are listed below:

Community Based Organizations	Board	Date On-
	District	Boarded
1. 100 Black Men	2	2/4/19
2. 50/50 Leadership	5	2/4/19
3. Ace 4 Youth	3	2/5/19
4. Boys and Girls Club – Burbank & Greater East Valley	5	6/4/19
5. Boys and Girls Club-San Fernando Valley	3	6/6/19
6. Boys and Girls Clubs of Metro Los Angeles - 4 locations	2,4	7/8/19
7. Brotherhood Crusade	2	1/28/19
8. CASA of Los Angeles	1	7/3/19
9. Catholic Big Brothers Big Sisters - 2 locations	2,5	1/28/19
10. Change Lanes	5	1/28/19
11. EmpowHer Institute - 4 locations	2,3,4	1/28/19
12. Flintridge Center	5	1/28/19
13. Fulfillment Fund	3	1/28/19
14. Imagine LA	2	1/28/19
15. Jewish BBBS 2 locations	3	1/28/19
16. LA Team Mentoring - 12 locations	1,2,3,4	1/28/19
17. Long Beach BLAST	4	1/28/19
18. Los Angeles Boys and Girls Club Los Angeles	4	4/30/19
19. Mentoring and Partnership for Youth Development	5	1/28/19
20. MOSTe	2	1/28/19
21. Operation Jump Start	4	1/28/19
22. Power 4 Youth	4	1/28/19
23. Rowland USD Family Resource Center	1	1/28/19
24. Social Justice Learning Institute	2	2/6/19
25. Spark LA	11	1/28/19
26. Star Mentoring	5	4/23/19
27. Walk With Sally	2,4	5/13/19
28. Youth Mentoring Connection	2	2/5/19



Total Mentors: 572

Total Mentors Paired with Agencies: 114

Total Mentoring Agencies: 28

Below are some of our proud County mentors and youth mentees feedback:

"My Big Brother is pretty funny and pretty helpful... My Big Brother helps me out so that I can grow up to be a better person and help others." — Valentino, age 10



Little Brother Joshua & Big Brother Chau Luu (Internal Services Department)



Little Sister Nacion & Big Sister Kristi Samuelson (LA County Library)

""My Big Sister is a good mentor because she is helpful and caring." — Nacion, age 11

DHR continues to work towards establishing additional partnerships. Thus, on July 19, 2019, DHR participated in the 2019 Los Angeles County Youth Development Summit, Building a Just & Equitable Future for Los Angeles County's Youth, which was hosted by My Brother's Keeper Initiative partners. The Division of Youth Diversion and Development and My Brother's Keeper Initiative partners collaborated on two consecutive days of shared learning and networking for the summit. On each of these dates there was a unique focus on unified commitment to connecting a wide range of stakeholders, including approximately 25 CBOs, interested in effectively and equitably improving outcomes for youth in Los Angeles County and reducing youth involvement in the justice system.

In our vigorous attempts to reach additional CBOs, DHR will continue to attend community events, expand upon the program website, and post CEYM participation opportunities on the *MyLACounty* home page.

Conclusion

As the program progresses, DHR will be providing surveys to participating employees and CBOs to gauge how the mentoring program is impacting youth and identify any areas for improvement in which the program can implement change.

Furthermore, DHR will be evaluating the need for funding to enrich the mentoring experience, as well as the need for additional outreach, staffing, and possible employee incentives. We are pleased to be given the opportunity to respond to this motion with the aforementioned implementation description of the CEYM program. We appreciate your Board's support and feedback.



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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January 29, 2020

To:

Supervisor Kathryn Barger, Chair

Supervisor Hilda L. Solis

Supervisor Mark Ridley-Thomas

Supervisor Sheila Kuehl Supervisor Janice Ha

From:

Lisa M. Garrett

Director of Pers

IMPLEMENTING A COUNTY EMPLOYEE MENTORING PROGRAM - ONE YEAR PROGRESS REPORT - ITEM NO. 4, AGENDA OF JANUARY 29, 2019

On January 29, 2019, your Board adopted a revised motion introduced by Supervisor Hilda L. Solis directing the Department of Human Resources (DHR), in consultation with the Chief Executive Office, County Counsel, LA County Library, Office of Education, Parks and Recreation, Probation, Public Health, and Workforce Development, Aging and Community Services to implement the County Employee Youth Mentoring Program (CEYM) for County employees to mentor youth in Los Angeles County and to report back in 180 days.

On July 29, 2019, we provided a 180 day progress report of the program and committed to provide a one year update of the program.

The attached report provides programmatic progress to date, including current figures and recruitment efforts since the inception of the program. Presently, 695 County employees have been recruited to participate in CEYM, a 22% increase from the July 2019 report submitted to your Board. A total of 368 employees have completed DHR's initial vetting and orientation process, of which 156 employees have been successfully paired with one of the County's partnering Community Based Organizations (CBOs). Additionally, the County has partnered with a total 38 CBOs, a 36% increase since July 2019. The previously projected goal of recruiting 500 employee mentors in year one has been exceeded; however, DHR continues to work toward employee pairing, mentorship commencement, and further development of the program.

Each Supervisor January 29, 2020 Page 2

DHR is pleased to present this annual report to your Board. Should you have any questions, please contact me at (213) 974-2406 or your staff may contact Monica Paraja Dominguez, Senior Human Resources Manager, at (213) 974-7891.

LMG:PAM:MM MPD:RH:jv

Attachment

TS - LMG to BOS re. CEYM 1 Year Report.doc







COUNTY EMPLOYEE YOUTH MENTORING PROGRAM ONE-YEAR PROGRESS REPORT

January 29, 2020

Board Motion Response - Agenda Item No. 7 on January 29, 2019



Background

The My Brother's Keeper (MBK) Community Challenge was launched by President Barack Obama to support local jurisdictions interested in increasing opportunities for young people, especially boys and young men of color. The MBK Challenge identified mentoring as a best practice and key component to tackling opportunity gaps, and ensuring that young people have the opportunity to reach their full potential. The County of Los Angeles joined the MBK Challenge in 2015, and has pledged to engage in this work Countywide, working with various cities and unincorporated areas to better support all County youth.

In the 2015 MBK Challenge Report to the LA County Board of Supervisors, the Chief Executive Office (CEO) recommended the creation of a Countywide mentoring program to increase positive outcomes for youth in the County. The Department of Human Resources (DHR) in collaboration with CEO has taken the next step in this work, and is exploring how to connect the County's diverse employee population with established mentoring programs throughout the County of Los Angeles.

On March 8, 2018, DHR submitted an implementation plan for the mentoring program to your Board which included:

- a) The process by which County employees can participate in approved mentoring efforts throughout the County;
- b) Specific guidelines for mentoring agencies whom wish to partner with the County's CEYM program;
- c) An integration of various mentoring efforts including DHR's County Youth Bridges Program and the Office of Diversion and Reentry's (ODR) division of Youth Diversion and Development (YDD);
- d) Preliminary identification of acknowledgement and incentives that can be incorporated into a Countywide mentoring program; and,
- e) An estimate of staffing and funding needed for program implementation.

County Employee Participation and Outreach

As of January 24, 2020, there were a total of 695 employees that have committed to participating in the CEYM program. This is an increase of 22% since our last report out in July 2019. Of the aforementioned 695 mentors, 368 have completed DHR's initial vetting and orientation process, and 156 have been paired with one of the 38 partnering Community Based Organizations (CBOs).

DHR has taken the following steps to increase County employee awareness and participation in CEYM:

- Disseminated correspondence from the office of the Director of Personnel twice in 2019, encouraging all County employees to participate in CEYM;
- Placed a promotional article in July 2019's County Digest;
- Maintained an active CEYM link on the http://mylacounty.gov/ website homepage; and,
- Continued efforts to actively seek and receive referrals from employees regarding suggested CBOs that may be interested in participating in CEYM

Qualifying Criteria for Program Participation

In order to qualify to mentor with CEYM, employees must be employed full-time by the County, with a minimum of 12 months in County employment. Additionally, employees must meet the following criteria:

- Have a competent rating or above on their last performance evaluation;
- Have no disciplinary action pending or taken within the last 3 years;
- Commit to a minimum of one year of mentorship participation with the program;
- Comply with the guidelines and expectations of the partnering CBO;
- Acknowledge mentoring is voluntary and not to be done on County time;
- Meet the vetting processes required by the CBOs; and,
- Participate in DHR's mandatory mentoring orientation prior to being paired with a CBO.

CBO Partnerships

As of January 24, 2020, a total of 38 CBOs have partnered with the County. This is a 37% increase since our July 2019 progress report to your Board. In order to partner with the County, CBOs must have an established mentoring program, be organized and operated as a 501(c)(3) organization and sign a Memorandum of Agreement with the County. In the Memorandum of Agreement, we require the CBOs to do the following:

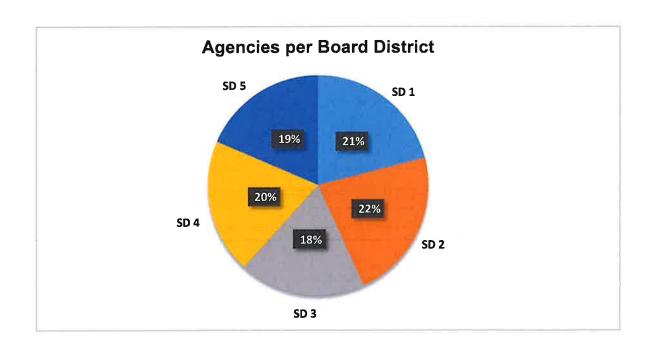
- Operate in compliance with all applicable federal, state and local laws;
- Hold and maintain a currently valid designation by the IRS as a 501(c)(3) organization and be eligible to receive tax deductible contributions under Section 170 of the Internal Services Code;
- Contact mentors within seven days of being notified of mentor's interest in volunteering with the Mentor Agency;
- · Conduct background checks according to CBO's protocols; and,
- Pair mentors with youth.

Additionally, under the Memorandum of Agreement, CBOs are responsible for the following:

The CBO will report back to DHR on a periodic basis, but no later than every 90 days, on the status of mentors participating in the CEYM program. Status reports include, but are not limited to, the information below:

- Cumulative monthly totals reflecting the number of mentors who have signed up to mentor through this program;
- Approved mentors that have completed the CBO's mandatory trainings;
- The number of hours mentors have mentored during the period;
- Whether mentors failed to show up for scheduled mentoring sessions or were terminated from the program;
- Mentors that completed mentoring or have stopped mentoring; and,
- The impact mentors have had on youth they have mentored.

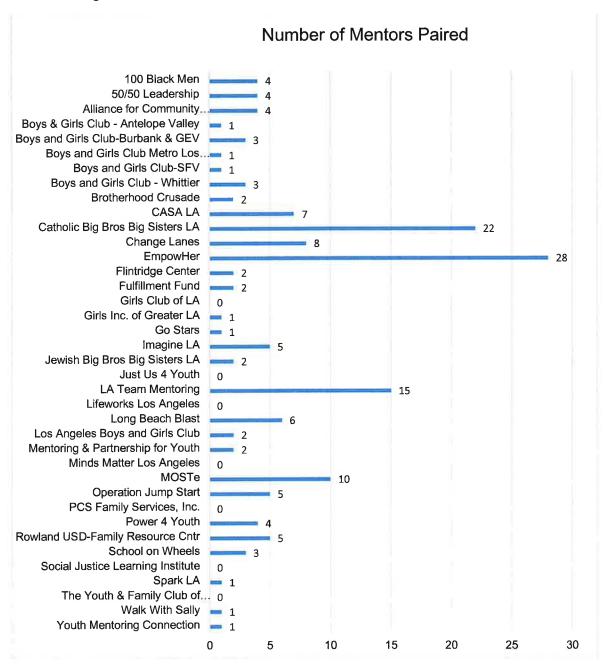
Below is a chart depicting the percentage of partnering CBOs by Supervisorial District location as of January 24, 2020.



Below is a chart depicting the CBOs that have partnered with the County as of January 24, 2020:

Community Based Organizations	Board	Date On-
	District	Boarded
1. 100 Black Men	2	2/4/19
2. 50/50 Leadership	5	2/4/19
3. Alliance for Community Empowerment – ACE 4 Youth	3	2/5/19
4. Antelope Valley Boys and Girls Club	5	7/26/19
5. Boys and Girls Club – Burbank & Greater East Valley	3,5	6/4/19
6. Boys and Girls Club-San Fernando Valley	3,5	6/6/19
7. Boys and Girls Clubs of Metro Los Angeles – 4 locations	1,2	7/8/19
8. Boys and Girls Club of Whittier	4	7/24/19
9. Brotherhood Crusade	2	1/28/19
10. CASA of Los Angeles	1,2,3,4,5	7/3/19
11. Catholic Big Brothers Big Sisters – 2 locations	1,2,3,4,5	1/28/19
12. Change Lanes	5	1/28/19
13. EmpowHer Institute – 4 locations	2,3,4	1/28/19
14. Flintridge Center	5	1/28/19
15. Fulfillment Fund	3	1/28/19
16. Girls Club of Los Angeles	2	11/19/19
17. Girls Inc. of Greater Los Angeles	1	11/12/19
18. Go Stars (Formerly known as Star Mentoring)	5	4/23/19
19. Imagine LA	2	1/28/19
20. Jewish BBBS 2 locations	1,2,3,4,5	1/28/19
21. Just Us 4 Youth	1	11/18/19
22. LA Team Mentoring – 12 locations	1,2,3,4	1/28/19
23. Lifeworks Los Angeles	1,2,3,4,5	1/9/20
24. Long Beach BLAST	4	1/28/19
25. Los Angeles Boys and Girls Club Los Angeles	1	4/30/19
26. Mentoring and Partnership for Youth Development	5	1/28/19
27. Minds Matter Los Angeles	1,2,3,4,5	12/17/19
28. MOSTe	1,2,3,4,5	1/28/19
29. Operation Jump Start	4	1/28/19
30. PCS Family Services, Inc.	1	8/30/19
31. Power 4 Youth	4	1/28/19
32. Rowland USD Family Resource Center	1	1/28/19
33. School on Wheels	1,2,3,4,5	7/26/19
34. Social Justice Learning Institute	2	2/6/19
35. Spark LA	1	1/28/19
36. The Youth & Family Club of Pomona Valley	1	12/2/19
37. Walk With Sally	2,4	5/13/19
38. Youth Mentoring Connection	2	2/5/19

The following chart is a breakdown of mentors paired with CBOs:



Total Mentoring Agencies: 38

Total Mentors Paired with Agencies: 156

A Glimpse into the CEYM Mentee Experience:



Little Sister Yasmin & Big Sister Veronica Ng (Auditor-Controller)



Little Sister Yasmin on a fun visit to a Los Angeles City Fire Station.

Participant Feedback:

The parent of CEYM mentee Yasmin, Antonio R., expressed that he appreciates how Big Sister Veronica Ng has helped his daughter in areas and experiences he cannot. Most recently, Yasmin tried Chinese food for the first time. He added that Yasmin's reading level has improved in school and credits her mentor because the pair often practice reading out loud on their outings.

Next Steps

DHR continues to work toward establishing additional partnerships by conducting outreach to identify new CBOs that offer placement opportunities for County employees interested in becoming mentors. DHR also remains committed to informing County employees of CEYM and will continue to emphasize the Program's visibility among employees Countywide. As CEYM continues to evolve, DHR will continue to explore concepts that will motivate and encourage employees to volunteer their personal time and resources to the program.

Conclusion

As CEYM grows and evolves, we will continue to market the program to CBOs and County employees. Furthermore, DHR will survey participating mentors, mentees, and CBOs to gauge program impact on the aforementioned participants and identify areas for improvement. Thereby, meaningful program change can be implemented and overall program sustainability for CEYM participants can be achieved, resulting in increased program participation by County employees. DHR is pleased to be given the opportunity to respond to this motion and continues to seek your Board's support and feedback.



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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BRANCH OFFICE 3333 WILSHIRE BOULEVARD • LOS ANGELES, CALIFORNIA 90010 (213) 738-2211 • FAX (213) 637-0821

January 29, 2021

To:

Supervisor Hilda L. Solis, Chair

Supervisor Holly J. Mitchell Supervisor Sheila Kuehl Supervisor Janice Hahn Supervisor Kathryn Barger

From:

Lisa M. Garrett

Director of Perso

IMPLEMENTING A COUNTY EMPLOYEE MENTORING PROGRAM - SECOND ANNUAL PROGRESS REPORT - ITEM NO. 4, AGENDA OF JANUARY 29, 2019

On January 29, 2019, your Board adopted a revised motion introduced by Supervisor Hilda L. Solis directing the Department of Human Resources (DHR), in consultation with the Chief Executive Office, County Counsel, County Library, Office of Education, Parks and Recreation, Probation, Public Health, and Workforce Development, Aging and Community Services to implement the County Employee Youth Mentoring Program (CEYM) for County employees to mentor youth in Los Angeles County and report back in 180 days.

On July 29, 2019, DHR provided the Board a 180-day progress report on CEYM and on January 29, 2020, DHR provided the program's first annual report.

The attached report provides an overview of all CEYM progress to date, including current figures through the program's second year and recruitment efforts since the inception of the program.

As with many volunteer programs, the onset of the COVID-19 pandemic and resulting social distancing requirements have hindered the anticipated program expansion and recruitment of additional County mentors. Despite this set back, some gains were made. Presently, 679 County employees have been recruited to participate in CEYM, 383 of whom have completed DHR's initial vetting and orientation process.

Honorable Board of Supervisors January 29, 2021 Page 2

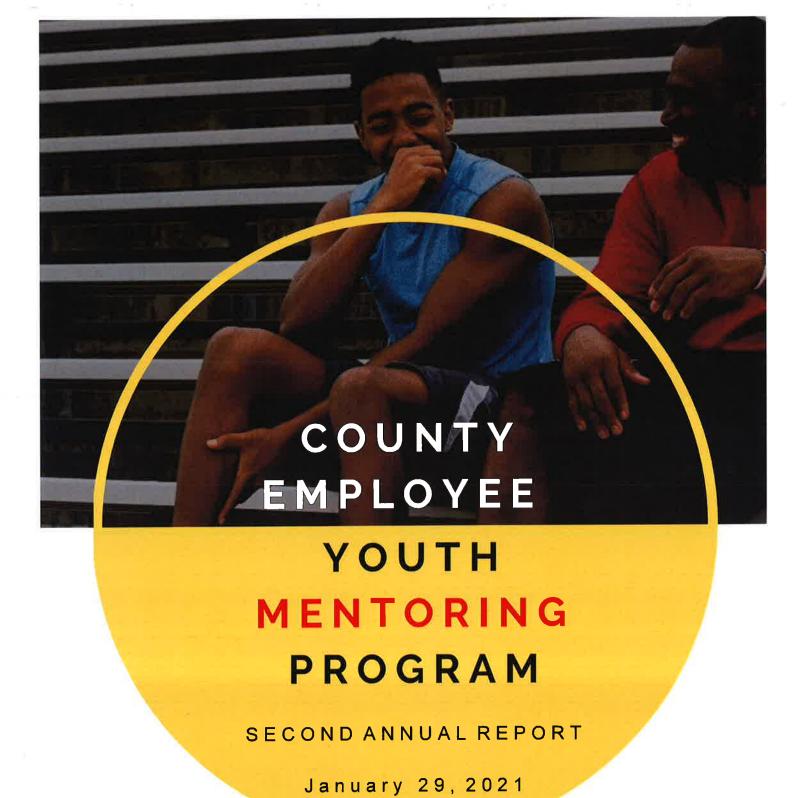
The recently adopted *Anti-Racism, Diversity and Inclusion Initiative* has served as a valuable catalyst in DHR's continued efforts to identify and create new partnerships with Community Based Organizations (CBOs) which primarily service at-risk youth and underserved communities of color with an emphasis on African American youth. As a result, we anticipate more robust and expanded mentorship opportunities as we move into 2021.

Should you have any questions, please contact me at (213) 974-2406 or Monica Paraja Dominguez, Senior Human Resources Manager, at (213) 974-7891.

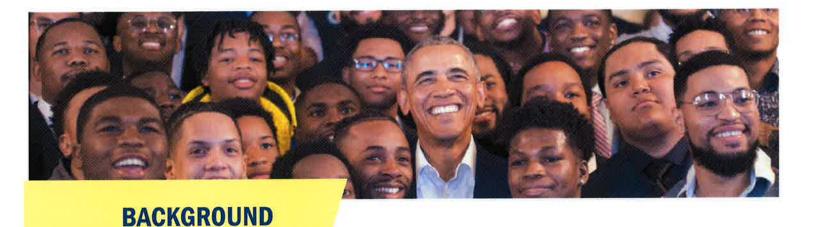
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Attachment

S:\LMG to BOS re CEYM Second Annual Progress Report







On February 27, 2014, the My Brother's Keeper (MBK) Community Challenge was launched by President Barack Obama to support local jurisdictions interested in increasing opportunities for youth, especially boys and young men of color. The MBK Community Challenge identified mentoring as a best practice and key component to tackling opportunity gaps and ensuring that youth reach their full potential. The County of Los Angeles joined the MBK Community Challenge in 2015 and expanded upon the challenge to include all youth regardless of race, ethnicity or gender. The County has pledged to work with cities and unincorporated areas to better support all County youth.

In 2015, the MBK Community Challenge Report to the LA County Board of Supervisors and the Chief Executive Office (CEO) recommended the creation of a Countywide mentoring program to increase positive outcomes for youth. The Department of Human Resources (DHR) in collaboration with CEO has taken the next steps in this work and continues to explore how best to connect the County's diverse employee population with established mentoring programs throughout the County of Los Angeles.

On March 8, 2018, DHR submitted an implementation plan for the County Employee Youth Mentoring (CEYM) program to your Board which included:

- a) The process by which County employees can participate in approved mentoring efforts throughout the County;
- b) Specific guidelines for mentoring agencies that wish to partner with the County's CEYM program;
- c) An integration of various mentoring efforts including DHR's County Youth Bridges Program and the Office of Diversion and Reentry's (ODR) division of Youth Diversion and Development (YDD);
- d) Preliminary identification of acknowledgement and incentives that can be incorporated into a Countywide mentoring program; and,
- e) An estimate of staffing and funding needed for program implementation.

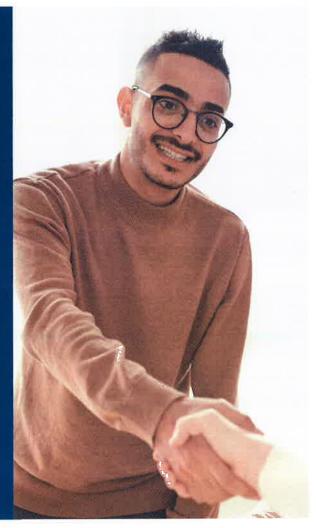
On July 29, 2019, DHR provided the Board a 180-day progress report on the CEYM program and on January 29, 2020, DHR provided an annual report on the program.

QUALIFYING CRITERIA TO MENTOR

County employees interested in participating as mentors in the CEYM program must be full-time County employees with a minimum of 12 months in County service.

All CEYM mentors must meet the following criteria before qualifying for program participation:

- Commit to a minimum one-year mentorship participation with the program;
- Acknowledge mentoring is voluntary and not on County time;
- Competent or above rating on their last performance evaluation;
- No disciplinary action pending or taken within the last 3 years;
- Participate in DHR's mandatory mentoring orientation prior to being paired with a Community Based Organization (CBO);
- Meet the vetting process requirements set forth by the partnering CBO; and,
- Comply with all guidelines and expectations of the partnering CBO.



COUNTY EMPLOYEE PARTICIPATION AND OUTREACH

As of December 31, 2020, there were a total of 679 employees who committed to participating in the CEYM program. Of the 679 potential mentors, 383 have completed DHR's initial vetting and orientation process, and 182 have been matched with one of the partnering CBOs. Please note, in our last report dated January 2020, 695 employees had committed to becoming CEYM mentors. However, a decline in mentorship commitment occurred due to limited mentor availability resulting from the COVID-19 pandemic.

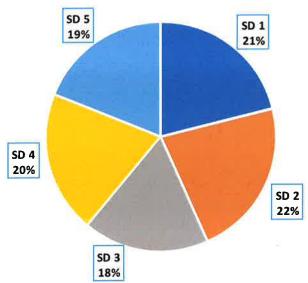
In August 2020, DHR received a small number of inquiries from partnering CBOs requesting mentors for virtual mentorship due to the onset of the COVID-19 Pandemic. Consequently, on August 11, 2020, DHR staff reached out via email to 604 employees who had previously volunteered to mentor but had failed to complete the requisite steps necessary to participate in the program. Although there were limited responses, new mentors were recruited and matched with the requesting CBOs; DHR continues to recruit additional mentors for the program.

In support of the Board's July 7, 2020, *Anti-Racism, Diversity and Inclusion Initiative*, CEYM has made a concerted effort to identify and partner with CBOs that service communities of color, with an emphasis on at-risk and underserved youth within the African American community. CEYM staff have connected with and are currently pursuing partnerships with Concerned Black Men of Los Angeles, the I Have A Dream Foundation, and the Spirit Awakening Foundation. As a result, we anticipate more robust and expanded mentorship opportunities as we move into 2021.

CBOs BY SUPERVISORIAL DISTRICT

CEYM continues to recruit and provide mentors to serve and reach at-risk and underserved youth throughout the County. Below is a chart depicting the percentage of partnering CBOs, 42 in total, by Supervisorial District as of December 31, 2020.

AGENCIES PER SUPERVISORIAL DISTRICT





As of January 29, 2021, the County has partnered with a total of 42 CBOs. Six of the 42 partnering CBOs, provided below and highlighted in green, were added during 2020.

Community Based Organizations	Board	Date O
	District	Boarde
1.100 Black Men of Los Angeles	2	2/4/19
2.50/50 Leadership	5	2/4/19
3. Alliance for Community Empowerment (ACE 4 Youth)	3	2/5/19
4. Antelope Valley Boys & Girls Club	5	7/26/19
5. Big Brothers Big Sisters of Greater Los Angeles	1,2,3,4,5	12/8/20
6. Boys & Girls Club of Burbank and Greater East Valley	5	6/4/19
7. Boys & Girls Club-San Fernando	3	6/6/19
8. Boys & Girls Clubs of Metro Los Angeles -	1,2	7/8/19
4 locations	ŕ	
9. Boys & Girls Club of Whittier	4	7/24/19
10. Brotherhood Crusade	2	1/28/19
11. CASA of Los Angeles	1	7/3/19
12. Catholic Big Brothers Big Sisters of Los Angeles - 2 locations	2,5	1/28/19
13. Change Lanes Youth Support Services	5	1/28/19
14. EmpowHer Institute - 4 locations	2,3,4	1/28/19
15. Five Acres	5	3/4/20
16. Flintridge Center	5	1/28/1
17. Fulfillment Fund	3	1/28/1
18. Girls Club of Los Angeles	2	11/19/1
19. Girls Inc. of Greater Los Angeles	1	11/12/1
20. Go Stars (Formerly known as Star Mentoring)	5	4/23/1
21. Heart of Los Angeles	2	1/23/20
22. Imagine LA	2	1/28/19
23. Jewish Big Brothers Big Sisters of Los Angeles -	3	1/28/19
2 locations	Ū	1,20,11
24. Just Us 4 Youth	1	11/18/1
25. Los Angeles Team Mentoring - 12 locations	1,2,3,4	1/28/19
26. Los Angeles LGBT Center - Lifeworks	1,2,3,4,5	1/9/20
27. Long Beach BLAST	4	1/28/19
28. Los Angeles Boys and Girls Club	1	4/30/19
29. Mentoring & Partnership for Youth Development	5	1/28/19
30. Motivating Our Students Through Experience (MOSTe)	2	1/28/1
31. Operation Jump Start	4	1/28/19
32. Optimist Youth Homes & Family Services	1	1/14/20
33. PCS Family Services Inc.	1	8/30/19
34. Power 4 Youth	4	1/28/19
35. Rowland USD Family Resource Center	1	1/28/19
36. School on Wheels	1,2,3,4,5	7/26/19
37. Social Justice Learning Institute	2	2/6/19
38. South Bay Youth Mentors, Inc.	4	2/12/20
39. Spark Los Angeles	1	1/28/19
40. Walk with Sally	2,4	5/13/19
41. Youth and Family Club of Pomona Valley	1	12/2/19
42. Youth Mentoring Connection	2	2/5/19

IMPACT OF THE COVID-19 PANDEMIC

With the onset of the COVID-19 pandemic resulting in the implementation of social distancing guidelines and regulations, several notable changes have occurred which have affected mentoring throughout the County. CEYM has identified the following:

- Various CBOs have either suspended mentorship programs entirely or have limited mentor participation to internal agency staff;
- CBOs who have chosen to continue their mentorship efforts have transitioned their programs to either telephonic or virtual mentoring; and,
- The number of County employees interested in participating in the CEYM program has decreased, likely due to various Disaster Service Worker assignments, workforce telework, and the implementation of local and statewide stay-at-home orders.

Although the above-mentioned factors have had an adverse impact on mentoring programs throughout the County of Los Angeles; CBOs which have transitioned to virtual platforms for mentorship have identified a positive aspect in being able to utilize mentors who may reside outside of their immediate areas to engage in meaningful mentorship. This created the possibility for further diversification of our mentor pools and their respective mentee's mentorship experience.

VIRTUAL MENTORSHIP

Below is a still frame of mentor and *Big Sister*, Alison Frazzini, Sustainability Policy Advisor, CEO, and *Little Sister*, Mercedes, who were matched in August 2020. Although all interactions between the two have transpired via ZOOM, they and the CBO agree that the shift to virtual mentorship has not significantly impacted the ability to create meaningful mentoring experiences for youth within the County of Los Angeles.



This new virtual mentorship model is representative of the present efforts underway to continue CEYM's mission to reach and develop the County's most vulnerable youth. The County's diverse employee population, equipped with the know-how and ability to connect with others remotely, remain committed to fostering youth development while adhering to the ongoing COVID-19 guidelines and restrictions.

NEXT STEPS

In our continued efforts to grow CEYM, we continue to market the program to CBOs and County employees. In February of 2021, DHR will begin surveying participating mentors, mentees, and CBOs to gauge the program's progression and impact, as well as identify areas which can be improved upon.

We are pleased to be given the opportunity to respond to this motion and continue to seek your Board's support and feedback.





DIRECTOR OF PERSONNEL

COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS

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BRANCH OFFICE 510 S. VERMONT AVENUE, 12TH FLOOR • LOS ANGELES, CALIFORNIA 90020 (213) 866-5846 • FAX (213) 637-0821

May 17, 2022

To:

Supervisor Holly J. Mitchell, Chair

Supervisor Hilda L. Solis Supervisor Sheila Kuehl Supervisor Janice Hahn Supervisor Kathryn Barger

From:

Lisa M. Garrett

Director of Person

IMPLEMENTING A COUNTY EMPLOYEE MENTORING PROGRAM - THIRD ANNUAL PROGRESS REPORT - ITEM NO. 4, AGENDA OF JANUARY 29, 2019

On January 29, 2019, your Board adopted a revised motion introduced by Supervisor Hilda L. Solis to direct the Department of Human Resources (DHR), in consultation with the Chief Executive Office, County Counsel, County Library, Office of Education, Parks and Recreation, Probation, Public Health, and Workforce Development, Aging and Community Services. The motion called for the implementation of the County Employee Youth Mentoring Program (CEYM) for County employees to mentor youth in Los Angeles County and report back in 180 days.

On July 29, 2019, DHR provided the Board with a 180-day progress report, and on January 29, 2020, DHR provided the first annual CEYM report. Subsequently, on January 29, 2021, DHR provided the Board with the second annual CEYM report.

The attached report provides an overview of all CEYM program progress to date, including current figures through the program's third year. As of this third annual report, 662 County employees have expressed interest in the CEYM program. Of the 662 County employees, 404 completed DHR's initial vetting and orientation process, of which 184 have matched with partnering Community Based Organizations (CBOs).

Should you have any questions regarding this report, please contact me at (213) 974-2406, or Monica Paraja Dominguez, Senior Human Resources Manager, at (213) 974-7891.

LMG:PAM:RC MPD:LS:jsm

Attachment

S:TS\CP\CEYM\LMG to BOS re CEYM Third Annual Progress Report



COUNTY EMPLOYEE YOUTH MENTORING(CEYM) PROGRAM

Third Annual Board Report May 16, 2022



BACKGROUND

On February 27, 2014, the My Brother's Keeper (MBK) Community Challenge was launched by President Barack Obama to support local jurisdictions interested in increasing opportunities for youth, especially boys and young men of color. The MBK Community Challenge identified mentoring as a best practice and key component to tackle opportunity gaps and ensure that youth reach their full potential. The County of Los Angeles (County) joined the MBK Community Challenge in 2015 and expanded upon it to include all youth regardless of race, ethnicity, or gender. The County has since pledged to work with cities and unincorporated areas to better support all County youth.

In 2015, the MBK Community Challenge Report to the LA County Board of Supervisors and the Chief Executive Office (CEO) recommended the creation of a Countywide mentoring program to increase positive outcomes for youth. The Department of Human Resources (DHR), in collaboration with the CEO, has taken further steps in this work and continues to explore how best to connect the County's diverse employee population with established mentoring programs throughout the County of Los Angeles.

On March 8, 2018, DHR submitted a preliminary implementation plan for the County Employee Youth Mentoring (CEYM) program to your Board, which included the participation and onboarding process, identification of acknowledgment and incentives, and staffing and funding estimates. In January 2019, DHR moved forward with the countywide implementation of the CEYM program and on July 29, 2019, DHR provided the Board with a six-month progress report on the CEYM program. On January 29, 2020, DHR provided a first annual report on the program and subsequently provided a second annual report on January 29, 2021.

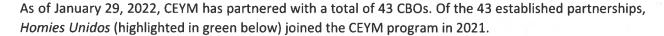
COUNTY EMPLOYEE OUTREACH AND PARTICIPATION

All participants in CEYM must commit to, at minimum, one-year of mentorship in the program. Although mentoring is not to be conducted on County time, all participants must meet all programmatic requirements and attend DHR's program orientation. Lastly, all mentors are expected to comply with the partnering Community Based Organization (CBO) guidelines and expectations for mentors.

As of December 31, 2021, 662 County employees committed to participating in the CEYM program. Of the 662 County employees, 404 have completed DHR's initial vetting and orientation process. Of the 404 potential mentors, 184 were matched with partnering CBOs. It should be noted that fluctuations in the number of employees committed to the program are attributed to various factors within the workforce, including, but not limited to, employee retirements and an increased need for employees to serve as Disaster Services Workers to fulfill critical County work assignments during this period of time.



CBO PARTNERSHIPS

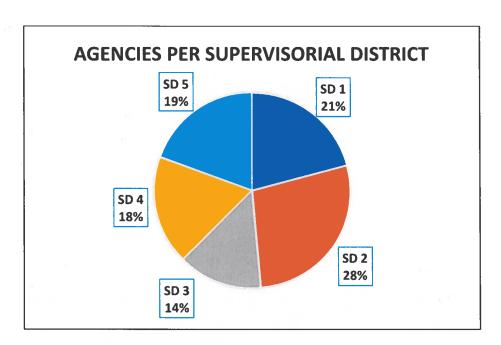


	Community Based Organizations	Board District(s)
1.	100 Black Men	2
2.	50/50 Leadership	5
3.	Ace 4 Youth	3
4.	Antelope Valley Boys and Girls Club	5
5.	Big Brothers Big Sisters of Greater Los Angeles	1,2,3,4,5
6.	Boys and Girls Club – Burbank & Greater East Valley	5
7.	Boys and Girls Club-San Fernando Valley	3
8.	Boys and Girls Clubs of Metro Los Angeles - 4 locations	1,2
9.	Boys and Girls Club of Whittier	4

10. Brotherhood Crusade	2
11. CASA of Los Angeles	1
12. Catholic Big Brothers Big Sisters - 2 locations	2,5
13. Change Lanes	5
14. EmpowHer Institute - 4 locations	2,3,4
15. Five Acres	5
16. Flintridge Center	5
17. Girls Club of Los Angeles	2
18. Girls Inc. of Greater Los Angeles	1
19. Go Stars (Formerly known as Star Mentoring)	5
20. Heart of Los Angeles (HOLA)	2
21. Homies Unidos	1,2
22. Imagine LA	2
23. Jewish BBBS 2 locations	3
24. Just Us 4 Youth	1
25. LA Team Mentoring - 12 locations	1,2,3,4
26. LifeWorks Mentoring Program- LA LGBT Center	1,2,3,4,5
27. Long Beach BLAST	4
28. Los Angeles Boys and Girls Club Los Angeles	1
29. Mentoring and Partnership for Youth Development	5
30. Minds Matter of Los Angeles	1,2,3,4,5
31. MOSTe	2
32. Operation Jump Start	4
33. Optimist Youth Homes & Family Services	1,2,3,4,5
34. PCS Family Services, Inc.	1
35. Power 4 Youth	4
36. Rowland USD Family Resource Center	1
37. School on Wheels	1,2,3,4,5
38. Social Justice Learning Institute	2
39. South Bay Youth Mentors	4
40. Spark LA	1
41. Walk With Sally	2,4
42. Youth & Family Club Pomona	2
43. Youth Mentoring Connection	2

CBOs BY SUPERVISORIAL DISTRICT

CEYM continues to recruit and provide mentors to serve and reach at-risk and underserved youth throughout the County. The chart below depicts the percentage of partnering CBOs by Supervisorial District as of December 31, 2021. It should be noted that various CBOs provide mentorship services throughout multiple districts.







"WE HAD A GREAT EXPERIENCE WITH THE MENTORS FROM THE LA COUNTY EMPLOYEE YOUTH MENTORING PROGRAM. THE MENTORS' DEDICATION AND COMMITMENT REALLY MADE A DIFFERENCE IN THE LIVES OF THE YOUTH THAT THEY SERVED"

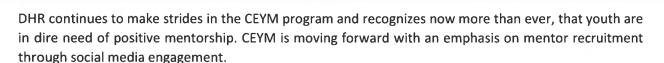
AMANDA CANNON, MSW, ACSW

DIRECTOR OF COUNSELING

ALLIANCE COMMUNITY EMPOWERMENT

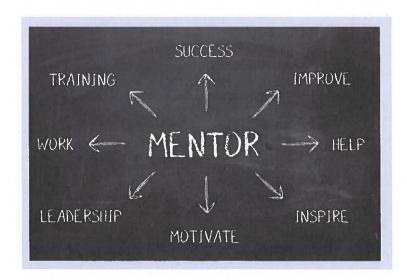
RUTH YOUTHBUILD - GRYD - SECTOR - PARENTING.

NEXT STEPS



In an effort to keep County mentors actively engaged with the program, DHR has developed a personalized congratulatory letter, to be sent from the Director of Personnel to all employees who commit to mentoring with the program. (Attachment A) Beginning 2022, new mentors will receive the letter upon committing to program mentorship. These personalized letters will not only serve to outline the mentor's next steps in the program, but also demonstrate the level of commitment the Director of Personnel, and DHR, has to each individual mentor.

Lastly, DHR will continue to establish meaningful partnerships with mentoring agencies throughout the County. The program continues to recruit and impress upon potential mentors the importance of their participation and what a significant positive impact it can have on youth and young adults. DHR looks forward to providing the next annual report in January 2023.





COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADOUARTERS

KENNETH HAHN HALL OF ADMINISTRATION 500 W. TEMPLE STREET, ROOM 579 • LOS ANGELES, CALIFORNIA 90012 (213) 974-2406 • FAX (213) 621-0387

BRANCH OFFICE

510 S. VERMONT AVENUE, 12^{TH} FLOOR • LOS ANGELES, CALIFORNIA 90020 (213) 866-5846 • FAX (213) 637-0821

May XX, 2022

Name and Last Name Title Address City, CA Zip Code

Dear Name and Last Name:

WELCOME TO THE COUNTY EMPLOYEE YOUTH MENTORING PROGRAM!

Congratulations! You have taken the first step in supporting youth in our County by committing to become a mentor with the County Employee Youth Mentoring Program (CEYM).

It is through these commitments, made by courageous employees like you, that the County continues to do its part in shaping today's youth and preparing them for the world of tomorrow.

Please accept this letter as a symbol of gratitude for your selflessness, and as a guide to your next steps within the program. Attached, you will find a flow chart depicting the program's three-step process to mentorship (Attachment A) and a listing of the Community-Based Organizations which have partnered with CEYM (Attachment B).

Should you have any questions regarding your next steps, please contact me or John S. Mina, Human Resources Analyst, at (213) 974-2382 or jmina@hr.lacounty.gov.

Sincerely,

LISA M. GARRETT Director of Personnel

LMG:RC:MPD

Attachments (2)

S:/_TS/Countywide Programs/CEYM/Welcome Letter-Draft



Three-Step Application Process



1. Attend DHR mandatory orientation



2. Sign CEYM mentoring agreement



3. Select a community-based organization





Partnered Community-Based Organizations

Community Based Organizations	Board District(s)
1. 100 Black Men	2
2. 50/50 Leadership	5
3. Ace 4 Youth	3
4. Antelope Valley Boys and Girls Club	5
5. Big Brothers Big Sisters of Greater Los Angeles	1,2,3,4,5
6. Boys and Girls Club – Burbank & Greater East Valley	5
7. Boys and Girls Club-San Fernando Valley	3
8. Boys and Girls Clubs of Metro Los Angeles - 4 locations	1,2
9. Boys and Girls Club of Whittier	4
10. Brotherhood Crusade	2
11. CASA of Los Angeles	1
12. Catholic Big Brothers Big Sisters - 2 locations	2,5
13. Change Lanes	5
14. EmpowHer Institute - 4 locations	2,3,4
15. Five Acres	5
16. Flintridge Center	5
17. Girls Club of Los Angeles	2
18. Girls Inc. of Greater Los Angeles	1
19. Go Stars (Formerly known as Star Mentoring)	5
20. Heart of Los Angeles (HOLA)	2
21. Homies Unidos	1,2
22. Imagine LA	2
23. Jewish BBBS 2 locations	3
24. Just Us 4 Youth	1
25. LA Team Mentoring - 12 locations	1,2,3,4
26. LifeWorks Mentoring Program- LA LGBT Center	1,2,3,4,5
27. Long Beach BLAST	4

28. Los Angeles Boys and Girls Club Los Angeles	1
29. Mentoring and Partnership for Youth Development	5
30. Minds Matter of Los Angeles	1,2,3,4,5
31. MOSTe	2
32. Operation Jump Start	4
33. Optimist Youth Homes & Family Services	1,2,3,4,5
34. PCS Family Services, Inc.	1
35. Power 4 Youth	4
36. Rowland USD Family Resource Center	1
37. School on Wheels	1,2,3,4,5
38. Social Justice Learning Institute	2
39. South Bay Youth Mentors	4
40. Spark LA	1
41. Walk With Sally	2,4
42. Youth & Family Club Pomona	2
43. Youth Mentoring Connection	2





COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS

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BRANCH OFFICE

510 S. VERMONT AVENUE, 12TH FLOOR • LOS ANGELES, CALIFORNIA 90020 (213) 866-5846 • FAX (213) 637-0821

January 31, 2023

To: Supervisor Janice Hahn, Chair

Supervisor Hilda L. Solis Supervisor Holly J. Mitchell Supervisor Lindsey P. Horvath Supervisor Kathryn Barger

From: Lisa M. Garrett

Director of Personnel

IMPLEMENTING A COUNTY EMPLOYEE YOUTH MENTORING PROGRAM - FOURTH ANNUAL PROGRESS REPORT (ITEM NO. 4, AGENDA OF JANUARY 29, 2019)

On January 29, 2019, the County of Los Angeles Board of Supervisors (Board) adopted a revised motion, introduced by Supervisor Hilda L. Solis, to direct the Department of Human Resources (DHR), in consultation with the Chief Executive Office, County Counsel, Los Angeles County Library, Office of Education, Parks and Recreation, Probation, Public Health, and the Department of Economic Opportunity; formerly known as Workforce Development, Aging, and Community Services, to implement the County Employee Youth Mentoring (CEYM) program. The CEYM program was designed for County employees to serve as youth mentors throughout the County of Los Angeles (County).

On July 29, 2019, DHR provided the Board with a 180-day progress report, and on January 29, 2020, DHR provided the first annual CEYM report. Subsequently, annual reports were provided on January 29, 2021, and May 17, 2022.

As of the end of 2022, 755 County employees expressed an interest in mentoring youth as part of the CEYM program. Of the 755 County employees, 320 employees have yet to submit a Mentoring Agreement, select a Community-Based Organization (CBO), or attend the CEYM orientation. However, 435 employees completed DHR's orientation, and of the 435 employees, 191 were matched with partnering CBOs to begin their journey as youth mentors. The remaining 244 employees either no longer wished to participate in the program, retired, or were nonresponsive to the follow-up outreach from the CEYM Team.

Each Supervisor January 31, 2023 Page 2

An email communication is sent to those employees who have yet to attend the orientation, complete a Mentor Agreement, or select a CBO, as DHR continues to streamline program operations to match more employees with partnering CBOs.

In spite of the aforementioned, CEYM continues to attract potential mentors through the CEYM banner displayed at https://my.lacounty.gov/, the CEYM Program website, social media platforms such as Facebook, Instagram, and Twitter, and employee referrals.

The attached report provides an overview and status of the CEYM program.

Should you have any questions regarding this report, please contact me at (213) 974-2406 or Monica Paraja Dominguez, Senior Human Resources Manager, at (213) 974-7891 or MParajaDominguez@hr.lacounty.gov.

LMG:PAM:RC MPD:LS:ahf

Attachment

c: Executive Office, Board of Supervisors

TS\Countywide Programs\CEYM\LMG to BOS CEYM 2023 - 01-31-2023

COUNTY EMPLOYEE YOUTH MENTORING (CEYM) PROGRAM



Youth Mentor Maritza Recinos pictured above with Mentees, Victoria and Daysi.

- "I have been mentoring since 2019 at Operation Jump Start, a non-profit organization that helps youth get into college. I hope this program continues as it helps many youth."
 - Marítza Recinos, Department of Public Health

FOURTH ANNUAL PROGRESS REPORT JANUARY 31, 2023



BACKGROUND

To support local jurisdictions interested in increasing opportunities for youth, especially boys and young men of color, My Brother's Keeper (MBK) Community Challenge was launched by President Barack Obama on February 27, 2014. Mentoring was identified by the MBK Community Challenge as a best practice and a key component to addressing opportunity gaps and supporting youth in achieving their full potential. In 2015, the County of Los Angeles (County) joined the MBK Community Challenge and expanded upon it to include all youth regardless of race, ethnicity, or gender. The County has pledged to work with its 88 cities and in unincorporated areas to better support all youth.

The MBK Community Challenge recommended to the County Board of Supervisors and the Chief Executive Office (CEO), the creation of a County Employee Youth Mentoring (CEYM) program to increase positive outcomes for youth. The Department of Human Resources (DHR), in collaboration with the CEO, has taken further steps in this work and continues to explore how best to connect the County's diverse employee population with established youth mentoring programs throughout the County.

"It has been an amazing experience mentoring youth. I have been a mentor for the past three years at Minds Matter LA. It has been a great experience working with youth and seeing them grow and attend college."

-Fabiola Chavez, Department of Public Health



Fabiola Chavez



Youth Mentor Ashley Cormier, from the Office of the Public Defender, pictured above, with Mentee Cindy, partnered through CBO, "Go Stars."

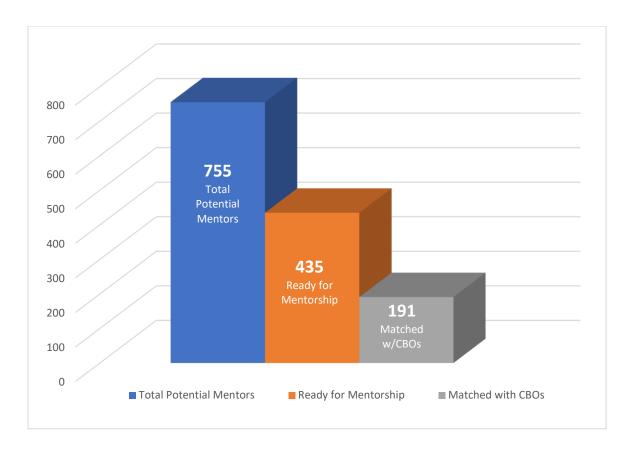
COUNTY EMPLOYEE OUTREACH AND PARTICIPATION

All CEYM program participants must commit to a minimum of one-year of youth mentorship in the program. Although youth mentoring-related activities are not permitted on County time, all participants referred through the CEYM program must meet each of the following requirements:

- Must be a full-time County employee for at least 12 months prior to applying.
- Must have a rating of competent or above on their most recent performance evaluation.
- Employee cannot have any disciplinary action within the last three years.
- Complete and submit the DHR online application.

Additionally, all participants must attend DHR's program orientation and are expected to comply with the partnering Community-Based Organization (CBO) guidelines and expectations established for youth mentors. DHR will notify applicants once their application has been processed and forwarded to the selected CBO.

METRICS



As of this report, **755** County employees have inquired about becoming youth mentors in the CEYM program. Of the **755** employees, **435** have completed DHR's vetting process and have attended CEYM orientation which occurs twice a month. Of the **435** fully vetted employees, **191** were matched to partnering CBOs, see chart above. It should be noted that fluctuations in program participation are attributed to various factors, including, but not limited to, the onset of the COVID-19 pandemic. Additionally, a recently discovered system error was identified wherein blank applications were received. The system has since been corrected and the missing applicant information has been recovered. All affected applicants were contacted to participate in the CEYM program.

DHR tracks the progression of the program participants and orientation invitations are sent to all employees who have cleared the vetting process but have yet to attend an orientation. Next, DHR works closely with employees to secure a signed youth mentoring agreement and have participants select a CBO. After an employee has satisfied the requirements, DHR works to connect the employee with one of the 43 partnering CBOs.

In cases where employees fail to respond at any stage of the process, DHR has implemented additional outreach efforts to contact employees, address any concerns they may have, and to share the many benefits of mentorship. Those employees who successfully complete orientation and submit the required agreement are partnered with their requested CBO. DHR also has created a paired participant survey to obtain feedback once mentor/mentee has completed the one-year commitment in the program.

To date, the CEYM Program has partnered with a total of **43** CBOs, including the most recent partnership with Kollab Youth on March 28, 2022. The below chart reflects the names of the CBOs and the respective Supervisorial District (SD) they serve. There are six CBOs participating in each SD: (1) Big Brothers, Big Sisters of Greater Los Angeles, (2) Kollab Youth, (3) LifeWorks Mentoring Program - LA LGBT Center, (4) Minds Matter of Los Angeles, (5) Optimist Youth Homes & Family Services, and (6) School on Wheels.

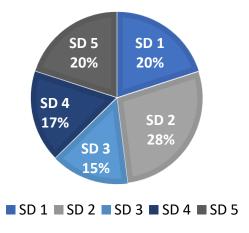
	Community-Based Organizations	Board District(s)
1.	100 Black Men	2
2.	50/50 Leadership	5
3.	Ace 4 Youth	3
4.	Antelope Valley Boys and Girls Club	5
5.	Big Brothers Big Sisters of Greater Los Angeles	1,2,3,4,5
6.	Boys and Girls Club – Burbank & Greater East Valley	5
7.	Boys and Girls Club-San Fernando Valley	3
8.	Boys and Girls Clubs of Metro Los Angeles - 4 locations	1,2
9.	Boys and Girls Club of Whittier	4
10.	Brotherhood Crusade	2
11.	CASA of Los Angeles	1
12.	Catholic Big Brothers Big Sisters - 2 locations	2,5
13.	Change Lanes	5
14.	EmpowHer Institute - 4 locations	2,3,4
15.	Five Acres	5
16.	Flintridge Center	5
17.	Girls Club of Los Angeles	2
18.	Girls Inc. of Greater Los Angeles	1
19.	Go Stars (Formerly known as Star Mentoring)	5
20.	Heart of Los Angeles (HOLA)	2
21.	Homies Unidos	1,2
22.	Imagine LA	2
23.		3
24.	Just Us 4 Youth	1

	Community-Based Organizations (Table continued from page 5)	Board District(s)
25.	Kollab Youth	1,2,3,4,5
26.	LA Team Mentoring - 12 locations	1,2,3,4
27.	LifeWorks Mentoring Program - LA LGBT Center	1,2,3,4,5
28.	Long Beach BLAST	4
29.	Los Angeles Boys and Girls Club Los Angeles	1
30.	Mentoring and Partnership for Youth Development	5
31.	Minds Matter of Los Angeles	1,2,3,4,5
32.	MOSTe	2
33.	Operation Jump Start	4
34.	Optimist Youth Homes & Family Services	1,2,3,4,5
35.	PCS Family Services, Inc.	1
36.	Power 4 Youth	4
37.	Rowland USD Family Resource Center	1
38.	School on Wheels	1,2,3,4,5
39.	Social Justice Learning Institute	2
40.	Spark LA	1
41.	Walk with Sally	2,4
42.	Youth & Family Club Pomona	2
43.	Youth Mentoring Connection	2

CBOs BY SUPERVISORIAL DISTRICT

The CEYM program continues to recruit and connect youth mentors with at-risk and underserved youth throughout the County. The below chart shows the percentage of partnering CBOs by SD and reflects that several CBOs provide mentorship throughout multiple districts.

AGENCIES PER SUPERVISORIAL DISTRICT



CBO PARTNERSHIPS

CBO program partner, EmpowHer Institute, has the highest total number of program participants, and provides local middle and high school girls with social-emotional learning workshops. Since 2003, EmpowHer Institute has been on the forefront of gender responsiveness by providing learning and training in Title I schools. EmpowHer Institute delivers its work through a social justice framework, aimed at examining the intersection between race and gender, thus equipping girls with the necessary skills and access to resources that will assist them in reaching their fullest potential.

"The program was very rewarding. To see those young ladies' faces light up when mentoring them was amazing. I, too, learned from them as well. I believe everyone should take part in the mentoring program at least once. If I wasn't about to retire, I'd sign up again."

-Stephanie Boyd, Department of Children and Family Services, partnered through CBO EmpowHer.



Stephanie Boyd

In June 2019, EmpowHer Institute entered into an agreement with the County and became a partner CBO in the program. Within the past two years, EmpowHer Institute has built a partnership with the County's Auditor-Controller through their participation and sponsorship of the organization's Annual "Girls to Greatness" Teen Summit. This summit attracts over 400 middle and high school girls for a day of workshops and mentoring by professional women from all backgrounds and careers. In October 2021, EmpowHer Institute presented the "Pathway Makers Award" to Supervisor Holly J. Mitchell.



County workforce members that participated in the "Girls to Greatness" Teen Summit

Spring 2022 was also a banner year for the County in our continued support of the EmpowHer Institute. In addition to sponsoring and chairing the annual Teen Summit, the Auditor-Controller led a group of female County Executives from the LA County Library, Military and Veterans Affairs, and Parks and Recreation in presenting "Women in Civic Engagement", highlighting varied careers in public service. Furthermore, representatives from Internal Services, Mental Health, Probation, and Public Works Departments volunteered as youth mentors at the all-day summit where Supervisor Holly J. Mitchell delivered an inspiring video message to the youth attendees.

In Fall 2022, the Auditor-Controller's Women in Technology Los Angeles group partnered with the EmpowHer Institute and other technology organizations to raise funds and create workshops for EmpowHer Institute programs.

NEXT STEPS

The CEYM program recognizes, now more than ever, that at-risk youth need greater guidance and support. Since the onset of the pandemic, youth have been devoid of consistent social interaction, which has resulted in the need for increased youth mentorship. As such, the CEYM program is placing emphasis on mentorship opportunities via social media platforms, such as Facebook, Instagram, Twitter, and the CEYM program webpage at https://employee.hr.lacounty.gov/county-employee-youth-mentoring/. DHR has set a goal to increase the number of paired youth mentors with CBOs by 25% or an additional 50 youth mentors matched with youth by December 2023. DHR intends to increase awareness of the CEYM program include creating promotional videos of mentors with their respective mentees to encourage employee involvement.

To keep County youth mentors motivated and engaged within the program, DHR will establish an employee recognition program that acknowledges County employees who have completed their one-year commitment serving as youth mentors.

Lastly, DHR will continue to grow and expand outreach to CBOs, and further collaborate in the development of creative outreach methods in support of Board initiatives that increase County employee and community participation. DHR looks forward to providing the next annual report in January 2024.



8